



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

July 8, 2008

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

APPROVAL OF AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING WITH BARGAINING UNIT 723 – CHILDREN'S SOCIAL WORKERS (ALL DISTRICTS) (3-VOTES)

SUBJECT:

Recommendation from the Chief Executive Officer to approve Amendment No. 1 to the Memorandum of Understanding for Bargaining Unit 723 – Children's Social Workers. Approval of the amendment will provide effective and efficient labor relations by establishing a labor-management committee to ensure manageable workloads for Children's Social Workers.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve Amendment No. 1 to the Memorandum of Understanding (MOU) for the Children's Social Workers Employee Representation Unit 723.

PURPOSE OF THE RECOMMENDED ACTION

This representation unit had a provision to reopen negotiations in April 2007 concerning caseload, workload, and other operational issues. The reopener was delayed until October 2007 to allow the union and the department to engage in an interest-based, problem-solving process to address the workload of Children's Social Workers. We have successfully concluded negotiations and are recommending for your approval the amendment necessary to reflect negotiated changes to the MOU. The amendment has been ratified by the union membership.

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Honorable Board of Supervisors
July 8, 2008
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In addition, on February 26, 2007, the Los Angeles County Employee Relations Commission certified Service Employees International Union (SEIU) Local 721, formerly SEIU Local 660, as the exclusive representative for Bargaining Unit 723. As a result, the MOU will have ministerial changes necessary to reflect this change in representation and provide uniformity of administration with all SEIU Local 721 bargaining units.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The recommended action will promote service excellence by reducing the workload of Children's Social Workers and thereby provide more effective, efficient and comprehensive services to children and families in Los Angeles County.

FISCAL IMPACT

Any additional costs associated with this amendment will be absorbed within the Department of Children and Family Services 2008-2009 operating budget.

FACTS AND PROVISIONS

Amendment No. 1 to the MOU for Bargaining Unit 723 – Children's Social Workers, allows for the re-establishment of labor-management committee to ensure manageable workloads for Children's Social Workers, a yardstick designation for the intensive services workers and increases in meal reimbursement rates.

CONCLUSION

The accompanying MOU amendment has been approved as to form by County Counsel.

Respectfully submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

DEJ:JA
PDC:rld

Attachment

c: Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OF SUPERVISORS
REGARDING THE
CHILDREN'S SOCIAL WORKERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 8th day of July, 2008.

BY AND BETWEEN

Authorized Management Representative
(hereinafter referred to as
"Management") of the County of
Los Angeles (hereinafter referred to as
"County")

Los Angeles County Employees
Association, Local 721, SEIU
(hereinafter referred to as "LACEA,
Local 721, SEIU)

WHEREAS, on the 31st day of October, 2006, the parties entered into a Memorandum of Understanding regarding the Children's Social Workers Employee Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

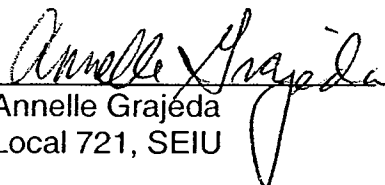
WHEREAS, as a result of mutual agreement, the parties desire to amend the Children's Social Workers Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 18 – Caseloads, to recognize a new program and establish a labor-management committee to address the caseload and workload of Children's Social Workers.
2. Amend Article 28 – Reimbursement, to increase the amount of reimbursement for meals purchased for children by Children's Social Workers consistent with current meal costs.
3. Amend Article 40 – Authorized Agents, as a ministerial adjustment to recognize a change representation.
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES COUNTY
EMPLOYEES ASSOCIATION
SEIU, LOCAL 721

By 
Annelie Grajeda
Local 721, SEIU

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By 
William T Fujioka
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

ARTICLE 18CASELOADSSection 3. Department Labor/Management Committee on Caseload and Workload

Within 30 days of the adoption of the terms and conditions of the 2007 Reopener by the Board of Supervisors, a monthly joint Labor/Management Committee will be re-established. This Committee shall recognize DCFS' management right to determine the means, method and personnel to accomplish the department's mission. The Committee therefore shall be involved, to extent possible, with planning for the implementation of new initiatives and programs, and the ongoing review of existing initiatives and programs, to achieve a more efficient and effective workflow process. The Committee shall be comprised of one (1) Management Executive Committee Team member, management representatives (at least at the level of middle and senior management), department labor relations representatives, employee representatives from the CSW classes and two (2) Union field representatives. Either party, at their own expense, may bring in experts to address specific committee issues. The Director, Chief Deputy Director, Senior Deputy Director and Deputy Directors may attend committee meetings as their scheduling permits. Subject to CEO approval, a designee from CEO Budget and Operations Management Division may attend. The employee representatives may attend committee meetings on release time.

The goal of the Committee is to ensure that CSWs have effective caseloads and manageable workloads to provide the necessary services to children and their families. To achieve its goal, the Committee may develop, review and recommend revenue

enhancement strategies, structural and programmatic changes, fiscal strategies and worker safety issues. Committee recommendations will be submitted to the Department Executive Committee for approval and/or implementation. The Executive Committee will respond to all written formal recommendations within 30 days. For those committee recommendations approved by the Director which may require Board of Supervisors approval, the Director shall request in writing Board review and consideration of these during the budgetary process each fiscal year. The minutes of each Committee meeting shall be distributed to the Director and each member of the Committee.

The Committee initially will establish subcommittees to address key areas of concern:

- CSW workload reduction utilizing the Interest-Based Problem Solving process
- Departmental policy implementation impacting the CSW workload

Other subcommittees may be established to address key areas of concern as the need arises. The Committee will determine the composition, duration and meeting frequency of all subcommittees.

Within 60 days of the approval of the terms and conditions of the 2007 Reopener by Board of Supervisors, DCFS will implement the interest-based problem solving process joint labor-management recommendations in accordance with the Executive Committee response dated November 1, 2007.

Section 4 A.Supplemental Program Designations

Within 60 days of approval of the terms and conditions of the 2007 Reopener by the Board of Supervisors, the department will acknowledge the following supplemental program designation:

PROGRAM DESIGNATION	YARSTICK MONTHLY	LIMIT MONTHLY	MONTHLY MAXIMUM FOR DISCIPLINE
INTENSIVE SERVICES+	31	38	31

- + It is acknowledged that the Intensive Services Worker (ISW) is a functional title of a CSW within the Child Welfare Services FM/FR Program; therefore, the yardstick of an ISW will be that of the CWS FM/FR program. Provided additional funding is available, it is the Department's intent to reduce this yardstick in the future.

ARTICLE 28 REIMBURSEMENT

When a Children's Social Worker is out of the office and is unable to obtain a meal coupon, management shall reimburse Children's Social Workers for the purchase of meals for children for which they have caseload responsibility.

Children's Social Workers shall submit a receipt in order to obtain reimbursement for meals purchased.

The reimbursement rate for each child and per each meal shall not exceed the following:

- a) Breakfast \$8.00
- b) Lunch \$10.00
- c) Dinner \$12.00

ARTICLE 40 AUTHORIZED AGENTS

For purposes of administering the terms and provisions of this Memorandum of Understanding:

- A. Management's principal authorized agent shall be County's Chief Executive Officer, or his duly authorized representatives (Address: 222 North Grand Avenue, Los Angeles, California 90012, Telephone: (213) 974-2404), except where a particular Management representative is specifically designated in connection with the performance of a specified function or obligation set forth herein.

- B. Local 721's principal authorized agent shall be the President of Local 721 or his/her duly authorized representative (Address: 500 S. Virgil Ave, Los Angeles, California 90020, Telephone: (213) 368-8660).